

Medivet Slavery and human trafficking statement

The *Modern Slavery Act 2015* is one of the toughest laws in the world that tackles the serious and brutal crime of slavery. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The victims of modern slavery come from all walks of life and can be found all over the globe. Medivet has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Medivet is a leading veterinary group and is a limited liability partnership registered in England and Wales (registered number 03481736). The Medivet group includes a number of subsidiaries and separately constituted legal entities which Medivet LLP ultimately controls.

We offer veterinary services throughout the UK based on a unique hub and spoke system providing an extensive range of services to our customers focused on the care of their pets 24 hours a day, 7 days a week. We operate 17 centres, 24 hours a day.

Our Head Office is in Watford UK. We have over 2800 employees employed in our business throughout the UK.

Our Procurement Function

Our Procurement function entails the purchasing of goods and services that support the operations of our Practices and services to our clients.

These include Medical consumables and equipment's, animal drugs and feeds, office supplies, marketing materials, IT hardware and software, services such as cleaning, waste management, office fixtures and fittings during fit out, refurbishments and maintenance, uniforms and catering, hospitality services such as hotels for conferences and training events, vehicles and accommodation, security systems and couriers as well as recruitment agents and temporary staff provision. We purchase professional services, medical professionals and financial advisors and title indemnity insurance policies from insurance companies and brokers.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Anti-Bribery and Corruption. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act when engaging.

Due diligence and risk assessment - employees

Our employment strategy is based on attracting, developing and retaining the best talent by reinforcing our values and providing a stimulating and rewarding work environment. We recognise everyone is unique and has special contributions to make in delivering the Medivet Group Limited strategy.

Employee engagement is at the heart of our approach and we want to inspire and empower our people to use their talents positively in our communities, whether that be locally, regionally, nationally or ultimately at a global level.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk we have in place systems to:

- ▶ Identify and assess potential risk areas in our supply chains.
- ▶ Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- ▶ Monitor potential risk areas in our supply chains.
- ▶ Protect whistle blowers.

Our recruitment and employment procedures include appropriate pre-employment screening of all staff to determine right to work in the UK where all our offices are based.

Due diligence and risk assessment - suppliers

Medivet operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage/ national living wage (as appropriate);
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations;
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Allowing In order to support the above, we have a dedicated compliance team, which consists of involvement from the following departments:

- ▶ Legal
- ▶ Human Resources
- ▶ Procurement

Internal engagement - Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to our staff.

Medivet's slavery and human trafficking statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 'Transparency in Supply Chains' and constitutes our slavery and human trafficking statement for the financial year ending 2020. The statement will be updated annually.

Arnold Levy, CEO

Medivet Group Limited

Date 28/03/2019